

ARTICLE ____ - UNION REPRESENTATION

Section 1. The Employer will give Chief Union Steward and Union Stewards time off from their individual scheduled work hours to present grievances at steps 2, 3, and 4 as defined in the Article entitled "Dispute Resolution". The Chief Union Stewards and Stewards will be reimbursed through a "Union Representation Fund" administered by the Union. The Employer shall have no administrative or legal responsibility over the Union Representation Fund.

A. Each Union Steward and Chief Stewards may collectively devote not more than a total of ten (10) scheduled work hours to such activities in any calendar week. If additional time is required to complete such functions, it must be accomplished during non-work time. The Union Stewards will document all time during regular work shift that the Steward spends related to Union activities. The time will be documented on the "Reimbursable Union Steward Activity" form attached to this Agreement. Time spent by Union Stewards and Chief Union Stewards engaged in bargaining will not be deemed or considered "time worked" for overtime pay, or other wage and hour purposes.

B. Chief Union Stewards who need time off under paragraph (A) must notify their supervisor as soon as possible that they are to present a grievance. The request of time off will not be unreasonably denied and the Union Steward or Chief Union Steward will not be responsible for obtaining coverage for their absence. Talent Management and the Union must be contacted and informed of any request for time off ten (10) days advance unless otherwise mutually agreed.

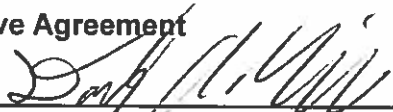
Section 2. A maximum of four (4) bargaining unit employees on the Union bargaining team will be paid their regular hourly wage from the "Union Representation Fund" for any "bargaining time" spent in negotiations which falls during the regularly scheduled work time. The election of the negotiating team may take place at programs as long as it is not disruptive to consumers or consumer care. The Union will notify the Employer in writing of who is on the team. "Bargaining time" means time spent in actual bargaining sessions or in caucuses held on scheduled bargaining days. Time spent by Union members engaged in bargaining will not be deemed or considered "time worked" for overtime pay, or other wage and hour purposes. The request of time off by bargaining team members will not be unreasonably denied and bargaining team members will not be responsible for obtaining coverage for their absence. Talent Management and the Union must be contacted and informed of any request for time off five (5) days in advance unless otherwise mutually agreed.

Section 3. Union bargaining team members, Union Stewards and Chief Union Stewards will not experience a reduction in status as a result of participation in activities that are wholly or partially reimbursable under Section 1 and 2 of this Article.

Section 4. Compensation for Union Stewards, Chief Union Stewards and bargaining team members will cease when there are insufficient funds within the "Union Representation Fund". In the event that all funds have been depleted from the "Union Representation Fund" those Union Stewards and Chief Union Stewards covered under this Article will still be allotted unpaid leave by the Employer to perform all duties stipulated and defined under Sections 1 and 2 under this Article.

Tentative Agreement

SEIU:



New Passages:



Date:

2-20-17